

### 31. MAHATMA GANDHI INSTITUTE

- 31.1 The Mahatma Gandhi Institute (MGI), was set up in accordance with the MGI Act No 15 of 1982 to establish, as a tribute to Mahatma Gandhi, a centre of studies of Indian Culture and traditions, and to promote education and culture in general.
- 31.2 The Institute aims to: provide a sound academic and cultural base for the preservation and promotion of Indian Cultural traditions and heritage; continue to strengthen the administrative and academic capacity to enhance teaching, learning and research at tertiary level in the fields of Indian Studies, Mauritian and Area Studies, Chinese Studies, Performing Arts and Fine Arts; provide world class education at secondary level; continue to instill principles and values for character building and good citizenship based on Gandhian philosophy; ensure good governance and quality education at all levels; and be a leading multifaceted and cultural institution offering full range quality and holistic education both at secondary and tertiary levels with special emphasis on Indian Culture and Arts, and committed to becoming a full-fledged degree awarding body.
- 31.3 As the principal academic and administrative officer, the Director-General (MGI/RTI) is equally responsible to the MGI's Council for the finance and for maintaining and promoting good order and efficiency of the Institute. She is assisted by the Director (Mahatma Gandhi Institute) and the Director (Schooling) (MGI/RTI) and supported by officers in teaching (both secondary and tertiary), professional, technical and other occupational grades.
- 31.4 In the context of this review exercise, the Bureau received an array of representations from the Unions. These mainly consisted in: creating units/sections/departments and a plethora of grades to service the new units proposed; merging of grades; restyling grades whilst abolishing a few others; reviewing certain schemes of service; creating additional posts; aligning the General Services Cadre, the Finance Cadre and the Procurement and Supply Cadre with what obtain in the Civil Service; reviewing the quantum of the allowance payable to the Head of School and Head of Department; and granting enhanced salaries and benefits.
- 31.5 As regards Management's proposals, these were mainly geared towards the: strengthening of the overall structure of the MGI through the creation of several grades and aligning a few structures with what prevail in the Civil Service for corresponding cadres; and enhancing the conditions of service of certain grades whilst restyling and upgrading a few others.
- 31.6 Further to the different proposals made and grievances expressed by stakeholders, the Bureau considers that: creation of grades is based on the functional needs of the organisation; many issues relate to implementation, which should, therefore, be dealt with administratively; complete alignment with cadres obtainable in the Civil Service is not always possible; reviewing the scheme of service of a grade should be carried out after consulting all parties concerned and this exercise is more appropriate if conducted on an *ad hoc* basis; and after reassessing the grades of Director (MGI) and

Director (Schooling) (MGI/RTI), the Bureau found that the responsibilities shouldered by incumbents are more or less of the same level. It is worth mentioning that with the creation of the grade of Director-General (MGI/RTI), a few responsibilities which were previously devolving upon the Director (Schooling) (MGI/RTI) were taken over by the former.

- 31.7 The Bureau has also been apprised that the grade of Stores Officer (Personal) has been listed for abolition. In line with our general policy, Management is advised to create the grade of Assistant Procurement Supply Officer as per the Introductory Part of this Volume, when the grade of Stores Officer (Personal) becomes vacant.
- 31.8 After carefully examining all the requests and grievances expressed by the different stakeholders, the Bureau found a few to be meritorious particularly those relating to the creation of certain grades. However, it is to be pointed out that additional information/documents were requested from Management in relation thereto but same were not forwarded to us despite several reminders sent. The concerned proposals could, therefore, not be considered.
- 31.9 We are, in this Report, among others, restyling the grades of Internal Auditor and Accountant; revisiting the recommendation made with regard to academic achievement; and reviewing the quantum payable to the Head of Department in the secondary education sector.

**Accountant/Senior Accountant**

***formerly Accountant***

**Internal Auditor/Senior Internal Auditor**

***formerly Internal Auditor***

- 31.10 In line with the level of duties devolving upon the Internal Auditor and Accountant and the policy of the Bureau as provided in the Introductory Chapter of this Volume, we are restyling the two grades to a more appropriate job appellation, whilst revising their respective salary scale.

**Recommendation 1**

- 31.11 We recommend that the grades of Accountant and Internal Auditor be restyled Accountant/Senior Accountant and Internal Auditor/Senior Internal Auditor respectively.**

**Movement Beyond Top Salary**

- 31.12 Graduates and professionals and Human Resource Officer/Senior Human Resource Officers are allowed to move incrementally beyond their top salary, subject to satisfying certain criteria.
- 31.13 General recommendations have been made under the Chapter Review of Schemes of Service and Qualifications in Volume 1 of this Report for movement beyond top salary for graduates and professionals. As regards movement for the Human Resource

Officer/Senior Human Resource Officers, recommendation thereto related has been made in the Introductory Chapter of this Volume.

## Secondary Education

### Scheme of Service

31.14 With the COVID-19 pandemic, teaching personnel of the MGI are called upon to make use of a variety of technology-based software/IT tools as alternatives to the traditional classroom and provide lessons through video conferencing and online learning platforms as well as radio and National television programmes through the Mauritius Broadcasting Corporation. We are, in this Report, making appropriate provision to cater for such instances.

### Recommendation 2

**31.15 We recommend that the duties in the respective schemes of service for the teaching personnel at the MGI be enlarged to include online teaching, assessment and evaluation, whenever necessary. This element has been taken into consideration in arriving at the recommended salary scales of the relevant grades.**

31.16 Educators (Secondary) of the MGI are also concerned with certain specific recommendations made for the grade of Educator (Secondary) at the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology. We are replicating the recommendations as applicable at the Ministry.

### Recommendation 3

**31.17 We recommend that:**

- (i) **Educator (Secondary) would be required to teach during 30 periods in a week, one or more subjects relating to his academic qualifications;**
- (ii) **candidates possessing a post 'A' Level Degree and appointed Educator (Secondary) should join the recommended salary scale at salary point Rs 27400;**
- (iii) **Educators (Secondary) drawing a monthly salary of less than Rs 27400 should, on obtention of qualifications to cross the QB in the salary scale, be allowed to join the recommended salary scale at salary point of Rs 27400;**
- (iv) **Educators (Secondary) satisfying the requirement to cross the QB, would, on reaching the top salary point of Rs 62700, be allowed to move incrementally in the Master Salary Scale up to salary point of Rs 68000 provided that they satisfy the performance criteria as set out in the Introductory Chapter of this Volume; and**
- (v) **the monthly allowance of Rs 2360 payable to Educators (Secondary) not possessing the qualifications to cross the QB and who are called upon to**

**teach Grade 12 and Grade 13 subjects in scarcity areas for a maximum of eight periods weekly, should be revised to Rs 2480. On obtention of the qualifications required to cross the QB, incumbents in the grade of Educator (Secondary) would be eligible to a salary point arrived at after adding the allowance to the basic salary or to draw the higher salary point where the sum thus obtained is between two salary points and would draw the new determined salary of Rs 27400 whichever is the higher.**

#### **Allowance payable to Head of Department**

- 31.18 At present, a monthly allowance of Rs 1525 is being paid to Educators (Secondary) who are cumulating the functions of a Head of Department. Both the staff side and Management have requested the Bureau to address the disparity in the quantum payable to the Head of Department of the MGI and in State Secondary Schools.
- 31.19 After examining the issue holistically, we are rationalising the quantum, whilst enlarging the responsibilities devolving upon the Head of Department, for the sake of parity with what obtains in the State Secondary Schools.

#### **Recommendation 4**

- 31.20 **We recommend that Educators (Secondary):**
- (i) **who are assigned the duties of Head of Department, should be paid a monthly allowance of Rs 2000; and**
  - (ii) **should continue to teach their subject of specialisation for 25 periods weekly.**
- 31.21 **We further recommend that the Head of Department be equally tasked with monitoring with the implementation of the curriculum, classroom pedagogy and assessments; advising members of his department; conduct performance Audit on the basis of assessment results; planning, implementing and monitoring strategies for improvement; organising co-curricular activities; and advising Head of Schools on school based training for Educators and other staff in the department.**

#### **Certificate Course for School Superintendents**

- 31.22 In the last Report, we created the grade of School Superintendent and equally recommended that incumbents should follow a work related course in School Management, as arranged by Management. Upon successful completion of the course, the School Superintendents would be allowed to cross the Qualification Bar inserted in their salary scale.
- 31.23 During consultative meetings with Union members, we have been informed that the concerned officers are not being able to cross the Qualification Bar as no arrangement has been made by Management to enable these officers to follow the work-related Certificate Course in School Management.

31.24 Against this backdrop, we are advising Management to initiate prompt action so that the School Superintendents are sponsored to follow an appropriate course in view of crossing the Qualification Bar.

#### **Recommendation 5**

**31.25 We recommend that:**

- (i) Management should expeditiously arrange for School Superintendants to follow a work-related Certificate Course in School Management; and**
- (ii) upon successful completion of the course, the School Superintendents be allowed to move beyond the Qualification Bar in their salary scale.**

#### **Specific Conditions**

##### **Casual Leave**

31.26 Members of the teaching personnel are eligible to 11 working days of casual leave per calendar year. Specific provisions exist for the annual refund of unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year to those teaching personnel assigned full responsibility of classroom teaching during a whole calendar year and who effectively perform teaching duties. We consider these provisions appropriate and should continue.

#### **Recommendation 6**

**31.27 We recommend that members of the teaching personnel who, during a whole calendar year are assigned full responsibility of classroom teaching and who effectively perform teaching duties, should continue to be refunded annually their unutilised casual leave up to a maximum of 10 days at the rate of 1/66 of their last monthly salary per day in the corresponding year.**

**31.28 We also recommend that up to a maximum of 10 days of unutilised casual leave should be refunded to teaching personnel on a pro-rata basis for the year in which the officer proceeds on retirement or passes away while in service.**

##### **Vacation Leave**

31.29 Provisions governing vacation leave for the teaching personnel are as per the ensuing paragraphs.

#### **Recommendation 7**

**31.30 We recommend that the present vacation leave earning rate and ceiling for teaching personnel should be in accordance with the provisions made in Chapter Leave in Volume 1 of this Report.**

**31.31 We further recommend that:**

- (a) subject to the exigencies of the service, a maximum of up to 19 days' vacation leave may be granted during term time;**

- (b) **officers who do not take advantage of the annual vacation leave entitlement during term time in a calendar year should be allowed to accumulate up to the normal vacation leave ceiling. Additionally, the maximum vacation leave which may be accumulated over and above the vacation leave ceiling should not exceed 50% of the maximum accumulated vacation leave entitlement for the incumbent. Such leave may be taken as leave prior to retirement. If the services of the officer are required during the leave prior to retirement, they should be refunded the accumulated vacation leave at the rate of 1/30 of the last monthly salary per day at the time of retirement;**
- (c) **notwithstanding provision at subparagraph (a) above, vacation leave exceeding 19 days during term time should be granted, subject to the exigencies of the service, to officers for: -**
  - (i) **medical treatment overseas for self or to accompany an immediate member of the family for treatment abroad when such treatment cannot be dispensed locally;**
  - (ii) **convalescence purposes following depletion of the officer's sick leave accumulated in bank;**
  - (iii) **immediately after maternity leave;**
  - (iv) **attending to the graduation ceremony of an immediate member of the family abroad;**
  - (v) **the wedding of the officer or the officer's children;**
  - (vi) **proceeding on pre-retirement leave;**
  - (vii) **a male officer, following his wife's confinement; and**
  - (viii) **any other case, (1) once for officers reckoning less than 20 years' service; and (2) not more than twice for those reckoning over 20 years' service inclusive of (1) above.**

**31.32 We also recommend that vacation leave may be granted only for reasons specified at part (c) of the above paragraph during third term.**

31.33 The term "immediate member of the family", for the purpose of Part (c) (i) and (c) (iv) of the above paragraph is deemed to mean the officer's father, mother, brother, sister, husband, wife, son, daughter, father-in-law and mother-in-law.

**31.34 We further recommend that members of the teaching personnel should attend to training course/seminars, talks and workshops organised during school vacation.**

#### **Loan Facilities to purchase Laptop/PC**

31.35 In view of the fact that teaching personnel are now required to use different techniques to carry out their pedagogical duties, the Bureau is making appropriate

recommendation to enable those teaching personnel to avail of the proper tools and equipment.

### Recommendation 8

**31.36 We recommend that teaching personnel should be provided with loan facilities up to a maximum of Rs 25000 at an interest rate of 2% per annum for a duration of 24 months for the purchase of a Laptop/PC, as appropriate.**

31.37 For the purpose of implementation of provisions made under the sub-heading "Secondary Education", the term "teaching personnel" is deemed to mean eligible officers in certain grades who are involved in **secondary education**, in line with what obtains at the Vice-Prime Minister's Office, Ministry of Education, Tertiary Education, Science and Technology.

### Tertiary Education

#### Special Provision for Academics

### Recommendation 9

**31.38 We recommend that academics in the grades of Lecturer, Senior Lecturer and Associate Professor drawing salary in a scale the maximum of which is not less than Rs 69800 and not more than Rs 97625 should be allowed to move incrementally up to a maximum of two increments in the Master Salary Scale provided they satisfy the performance criteria as set out in the Introductory Chapter of this Volume.**

### Academic Attainment

31.39 At present, provision exists for the grant of additional increments to academics for academic attainment through published research, teaching, administrative contributions and publications subject to satisfying certain conditions. Prior to the publication of this Report, the Higher Education Commission came up with a Framework to clarify certain issues regarding the implementation of the said provision, whereby criteria and guidelines for payment of the additional increments for academic attainment have been set. Resultantly, we are revisiting the existing provision as well as certain criteria.

### Recommendation 10

**31.40 We recommend that as from year 2024, Lecturers, Senior Lecturers and Associate Professors holding a PhD and reckoning academic attainment through teaching, research and publications, and administrative contributions and having stayed on top of their revised salary scales for at least 12 months should be allowed to move incrementally up to a maximum of two increments to be read from the Master Salary Scale.**

**31.41 For an effective and uniform implementation of the above recommendation in all Higher Education Institutions, the following should serve as guidelines when assessing academic attainment:**

- (i) Management should initiate action for the grant of additional increments upon receipt of written request from eligible officers;**
- (ii) academics in the grades of Lecturer, Senior Lecturer and Associate Professor should be assessed on all the three measures of academic attainment i.e teaching, research and publications, and administrative contributions as per the criteria for assessment recommended by the Higher Education Commission, to be eligible for the grant of additional increments;**
- (iii) for the purpose of earning increments, academic attainment in one grade shall not be transferable on promotion to a higher grade in the same cadre; and**
- (iv) Management should decide whether the assessment should be quantitative or qualitative or a combination of both quantitative and qualitative, and the decision should be communicated to the academics well before the conduct of the assessment exercise. In this regard, the Higher Education Commission should ensure a consistent implementation thereof in all the Higher Education Institutions.**

**31.42 We additionally recommend that:**

- (i) pending the implementation of the recommendation made at paragraph 31.40 above in year 2024, the provision on academic attainment made at paragraph 25.20 of the 2016 PRB Report (Volume 2 Part II), should continue to prevail and guidelines at paragraph 31.41 above should apply to determine such attainment; and**
- (ii) for implementation of the recommendations on academic attainment, the new salary point reached by virtue of the provision made at paragraph 31.38 above shall deem to be the new top salary.**

#### **Allowance payable to Head of School**

31.43 Presently, academics who are assigned the duties of Head of School are being paid a monthly allowance of Rs 1830. We are maintaining this provision while revising the quantum payable.

#### **Recommendation 11**

**31.44 We recommend that academics who are assigned the duties of Head of School be paid a monthly allowance of Rs 2200.**



## Head, Department of Creativity and Performance

### Recommendation 12

31.45 We recommend that academics, as may be determined by the MGI Council, who are assigned the duties of Head, Department of Creativity and Performance should continue to be assigned same on a rotational basis.

### Duty Remission Facilities to Senior Lecturers

#### Recommendation 13

31.46 We recommend that Senior Lecturers reckoning at least 14 years' service in the Lecturer Cadre be entitled to car benefits as per provision made at paragraph 16.2.15 (No. 2) of PRB Report 2021 Volume 1 though drawing salary in a scale the maximum of which is less than Rs 94500.

### General Provisions

#### Discipline

31.47 Discipline within the school compound should be the concern of each and every member of the staff, including academics. Every member should participate actively to continuously maintain the highest level of discipline at the Institute and should act proactively and collectively to restore discipline immediately in situation of unruliness and disorderliness.

#### Political Activities

31.48 We are reiterating that full-time academic and non-academic staff of the Institute should not be allowed to participate in active politics so as not to disrupt the smooth running of activities.

## 31. MAHATMA GANDHI INSTITUTE

### SALARY SCHEDULE

**MGI 1 : Rs 10250 x 175 - 10775 x 200 - 11775 x 205 - 12595 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21150**

General Worker

**MGI 2 : Rs 13745 x 230 - 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225**

Handy Worker

**MGI 3 : Rs 13975 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23025**

Stores Attendant

**31. MAHATMA GANDHI INSTITUTE (Contd)**

- MGI 4 : Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950**
- Gardener  
Guest House Attendant  
Museum Attendant  
Office Attendant  
Workshop Assistant
- MGI 5 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400**
- Driver
- MGI 6 : Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225**
- Carpenter  
Electrician  
Mason  
Painter  
Plumber and Pipe Fitter
- MGI 7 : Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225**
- Senior/Head Office Attendant  
Senior/Head Workshop Assistant
- MGI 8 : Rs 19225 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225**
- Head Gardener
- MGI 9 : Rs 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875**
- Receptionist/Telephone Operator
- MGI 10 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525**
- Clerk Assistant
- MGI 11 : Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225 QB 29050 x 825 - 31525**
- Assistant Technician (Printing)

**31. MAHATMA GANDHI INSTITUTE (Contd)**

- MGI 12 : Rs 15745 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 31525**  
Computer Laboratory Auxiliary  
*formerly Computer Laboratory Attendant*  
Laboratory Auxiliary  
*formerly Laboratory Attendant*
- MGI 13 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34000**  
Overseer
- MGI 14 : Rs 16525 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34000**  
Word Processing Operator  
Word Processing Operator (Oriental Language)
- MGI 15 : Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**  
Archives Officer  
Clerical Officer/Higher Clerical Officer  
Library Clerk
- MGI 16 : Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**  
Foreman
- MGI 17 : Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650**  
Senior Computer Laboratory Auxiliary  
*formerly Senior Computer Laboratory Attendant*  
Senior Laboratory Auxiliary  
*formerly Senior Laboratory Attendant*
- MGI 18 : Rs 19225 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 36550**  
Senior Word Processing Operator
- MGI 19 : Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34000 QB 34825 x 825 - 35650 x 900 - 36550**  
Senior Assistant Technician (Printing)

**31. MAHATMA GANDHI INSTITUTE (Contd)**

- MGI 20 : Rs 18925 x 300 – 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**  
Management Support Officer
- MGI 21 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**  
Accounts Clerk  
Executive Officer (Personal)  
Stores Officer (Personal)
- MGI 22 : Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**  
Senior Library Clerk
- MGI 23 : Rs 18100 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350**  
Technician
- MGI 24 : Rs 22625 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 39350**  
Office Supervisor
- MGI 25 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 40300**  
Performing Artiste
- MGI 26 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**  
Assistant Instructor (Personal)
- MGI 27 : Rs 20500 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**  
Technician (Personal to officers in post as at 31.12.20)
- MGI 28 : Rs 20825 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 – 40300 QB 41250 x 950 - 42200 x 1300 - 43500**  
Assistant Editor

**31. MAHATMA GANDHI INSTITUTE (Contd)**

- MGI 29 : Rs 21150 x 325 – 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**  
Usher/Senior Usher
- MGI 30 : Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**  
Confidential Secretary
- MGI 31 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**  
Accounts Officer  
Higher Executive Officer  
Procurement and Supply Officer
- MGI 32 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100**  
Human Resource Officer/Senior Human Resource Officer
- MGI 33 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**  
Computer Technician  
Graphic Artist  
Library Officer  
Maintenance Officer  
Printing Officer
- MGI 34 : Rs 25525 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250**  
Senior Performing Artiste
- MGI 35 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250**  
Senior Accounts Officer  
Senior Assistant Editor  
Senior Executive Officer  
Senior Procurement and Supply Officer
- MGI 36 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 50900**  
Safety and Health Officer/Senior Safety and Health Officer

**31. MAHATMA GANDHI INSTITUTE (Contd)**

- MGI 37 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 QB  
47675 x 1575 - 49250 x 1650 - 52550**  
School Superintendent
- MGI 38 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x  
1575 - 49250 x 1650 - 52550**  
Office Superintendent
- MGI 39 : Rs 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x  
1650 - 54200 x 1700 - 57600**  
Principal Procurement and Supply Officer
- MGI 40 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825  
- 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800 QB 46100 x 1575 -  
49250 x 1650 - 54200 x 1700 - 62700**  
Educator (Secondary)
- MGI 41 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825  
- 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x  
1650 - 50900 QB 52550 x 1650 - 54200 x 1700 - 62700**  
Educator (Secondary) (Personal to holders of post as at 30.06.2003)
- MGI 42 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x  
1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Administrative Officer  
Curator (Folk Museum)
- MGI 43 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x  
1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Counsellor  
Librarian
- MGI 44 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x  
1575 - 49250 x 1650 - 54200 x 1700 - 62700**  
Human Resource Management Officer
- MGI 45 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x  
1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Accountant/Senior Accountant  
*formerly Accountant*  
Internal Auditor/Senior Internal Auditor  
*formerly Internal Auditor*

**31. MAHATMA GANDHI INSTITUTE (Contd)**

- MGI 46 : Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
IT Administrator
- MGI 47 : Rs 33175 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Lecturer
- MGI 48 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800**  
Senior Educator (Secondary)
- MGI 49 : Rs 39350 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 73800**  
Deputy Rector
- MGI 50 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950**  
Assistant Registrar  
Head, Gandhian Basic School  
Head, Publishing and Printing Department
- MGI 51 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250**  
Senior Lecturer
- MGI 52 : Rs 52550 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250**  
Head, Library and Archives  
Rector
- MGI 53 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 94500**  
Assistant Director (Schooling)  
Programme Co-ordinator  
Registrar
- MGI 54 : Rs 68000 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250 x 3000 - 88250 x 3125 - 97625**  
Associate Professor  
Bursar

**31. MAHATMA GANDHI INSTITUTE (Contd)**

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**MGI 56 : Rs 110125**

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